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See Master Recruitment Source List (MRSL) for recruitment source data.

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II. MASTER RECRUITMENT SOURCE LIST (MRSL)

RS No.	RS Information	Source Entitled To Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over 12-month period
1	Career Services Center Western Kentucky University Weatherby Admin Bldg, #109 Bowling Green, KY 42101-3576 270-745-0111	Y	0
2	Cliff Shaluta WKU, Dept. of Journalism Gordon Wilson Hall, Room 313A Bowling Green, KY 42101 270-745-4144	Y	0
3	Elizabeth Riggs WKU, Community College Alumni Placement Bowling Green, KY 42101 270-745-4395	Y	0
4	Terry Likes, News WKU, Communications & Broadcasting Ivan Wilson Center, Room 141 Bowling Green, KY 42101 270-745-4144	Y	7
5	Jo-Anne Ryan, Director Broadcasting/Faculty WKU/Communications & Broadcasting Mass Media and Technology Bldg 1 Big Red Way Bowling Green, KY 42101 270-745-4144	Y	0
6	Liz Heller Draughon's Junior College 2421 Fitzgerald Industrial Dr. Bowling Green, KY 42101 270-843-6750	Y	0

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RS No.	RS Information	Source Entitled To Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over 12-month period
7	Ron Baldwin Bowling Green Technical College 1845 Loop Drive Bowling Green, KY 42101-3601 270-746-7467	Y	0
8	Linda McCray Human Rights Commission/NAACP Job Bank, 730 Fairview Ave., Suite 13, Bowling Green, KY 42101 270-782-7900	Y	0
9	Ray Lanham Ky. Dept for Employment Svc. PO Box 90003 Bowling Green, KY 42102 270-746-7425	Y	0
10	Beverly Robbins Southern Illinois University at Carbondale College of Mass Communications Carbondale, IL 62901 618-453-2391	Y	0
11	Elizabeth Crosby Indiana University Radio & TV Center 1229 E 7 th St. Bloomington, IN 47405 812-855-3828	Y	0
12	Gary Barksdale Eastern Kentucky University CPO 24A, 521 Lancaster Richmond, KY 40475 859-622-1327	Y	1
13	Ken Keller University of Illinois 16 Grandview Dr. Normal, IL 61761 309-451-1093	Y	0
14	Ron Banks Kentucky State University East Main St. Frankfort, KY 40601 502-597-3998	Y	0

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RS No.	RS Information	Source Entitled To Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over 12-month period
15	Beth Barnes University of Kentucky School of Journalism & Telecom 116 Grehan, Journalism Bldg. Lexington, KY 40506 859-257-2786	Y	0
16	Melissa Shutter University of Louisville Communications Dept 310 Strickler Hall Louisville, KY 40292 800-344-8635	Y	0
17	Phou Sengsavanh University of Missouri-Columbia School of Journalism, 76 Gannett Hall Columbia, MO 65211 573-882-0373	Y	0
18	Career Services Morehead State University 220 Alley Young Morehead, KY 40351 606-783-2233	Y	0
19	Career Services Murray State University 210 Ordway Hall Murray, KY 42071 270-762-3735	Y	0
20	Karen Austin Middle Tennessee State University Box 2, 1301 E. Main St. Murfreesboro, TN 37312 615-898-2500	Y	0
21	Fonda Fields Tennessee State University 3500 John A Merritt Nashville, TN 37209 615-963-5281	Y	0
22	Nicole N. (nicolen@rtnda.org) RTNDA, 00K St., NW Washington, DC 20006 202-296-8897	Y	0
23	Mark Shilstone, Manager (medialine@medialine.com) Medialine, PO Box 51909 Pacific Grove, CA 93950 800-237-8073	Y	5

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RS No.	RS Information	Source Entitled To Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over 12-month period
24	Job Placement Coordinator Nat'l Society of Professional Journalists 3909 N Meridian St Indianapolis, IN 46208-4045 317-927-8000		0
25	Career Center, Karen Hunter National Association of Broadcasters 1771 N St., NW Washington, DC 2003 202-429-5498	Y	0
26	Jim Cromwell (jobs @leadershipinstitute.org) The Leadership Institute Steven P.J. Wood Bldg, 1101 N Highland Arlington, VA 22201 703-247-2000	Y	0
27	Walterene Swanston (nabjprograms@aol.com) Nat'l Assoc of Black Journalists 8701 Adelphi Rd Hyattsville, MD 20783 301-445-7100	Y	0
28	Other Gray TV Stations Jane Ploeger, WSAW-TV Wausau, WI 54403 715-845-4211 jane.ploeger@wsaw.com	N	1
29	WBKO Website www.wbko.com	N	17
30	WBKO Job Watch (television advertising)	N	0

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31	WBKO Staff Referral	N	4
32	WBKO Internal Candidate	N	11
33	WBKO Walk-In Candidate	N	7
34	Classified Advertising Bowling Green Daily News 813 College St Bowling Green, KY 42101 270-781-1700	N	0
35	Brian & Iris Tobler LDS Employment Resource Center 19 Industrial Park Dr. Nashville, TN 615-822-7046	Y	0
Total Interviewees over 12-month period			52

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
1	Training Program to Help Personnel Acquire Skills to qualify them for Higher Level Positions	A cross training program for our Production Department was established in 2001 and is ongoing. Once an employee learns the job he/she is hired to perform, they begin to cross train for Master Control Operator and/or Director positions. As those positions come open, the skills learned in cross training usually qualify on-staff personnel to apply for those positions.
2	Training Program to Help Personnel Acquire Skills to qualify them for Higher Level Positions	A cross-training program has been established between News and Production departments that allows Production employees to work part time in News developing skills like editing and photography. The skills they develop in News allows them to apply for positions in News as they become available.
3	EEO Training	A seminar entitled "Discrimination and Harassment in the Workplace" was presented to the entire staff by Attorney Regina Jackson on August 9 and August 17, 2005.
4	Internship Program	The station has college interns on a regular basis throughout the year participating in News, Weather, Sports and Creative Services.

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	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
5	Participate in Job Fair	On April 14, 2005, HR Director and Production Manager participated in the Bowling Green Technical College Spring Job Fair.